



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

2012-2013 Annual Report on Teachers Leaving the
Profession
G.S. 115C-12 (22)

Prepared by:

Educator Effectiveness Division
December 2013rev

**Table 1: Teacher Turnover by LEA
(in alphabetical order)**

District	LEA Code	LEA	Total Teachers	Teachers Leaving	Leaving with Tenure	Turnover Percentage
1	080	Bertie	184	49	15	26.63
1	150	Camden	123	12	11	9.76
1	210	Chowan	163	23	12	14.11
3	330	Edgecombe	443	98	48	22.12
1	370	Gates	138	20	19	14.49
3	420	Halifax	259	81	11	31.27
1	460	Hertford	222	41	18	18.47
1	580	Martin	272	41	26	15.07
3	660	Northampton	171	60	10	35.09
1	720	Perquimans	118	15	10	12.71
3	421	Roanoke Rapids	185	17	10	9.19
1	890	Tyrrell	52	8	5	15.38
3	910	Vance	520	118	23	22.69
3	930	Warren	179	46	20	25.7
1	940	Washington	129	36	16	27.91
3	422	Weldon City	84	22	5	26.19
STATE TOTALS			95,028	13,616	6,719	14.33%

**Table 2: Teacher Turnover by LEA
(from highest to lowest percentage)**

District	LEA Code	LEA	Total Teachers	Teachers Leaving	Leaving with Tenure	Turnover Percentage	Rank
3	660	Northampton	171	60	10	35.09	1
3	420	Halifax	259	81	11	31.27	2
1	940	Washington	129	36	16	27.91	3
1	080	Bertie	184	49	15	26.63	5
3	422	Weldon City	84	22	5	26.19	7
3	930	Warren	179	46	20	25.7	8
3	910	Vance	520	118	23	22.69	11
3	330	Edgecombe	443	98	48	22.12	13
1	460	Hertford	222	41	18	18.47	20
1	890	Tyrrell	52	8	5	15.38	42
1	580	Martin	272	41	26	15.07	45
1	370	Gates	138	20	19	14.49	49
1	210	Chowan	163	23	12	14.11	51
1	720	Perquimans	118	15	10	12.71	69
1	150	Camden	123	12	11	9.76	106
3	421	Roanoke Rapids	185	17	10	9.19	107
STATE TOTALS			95,028	13,616	6,719	14.33%	

Table 3: Teacher Turnover by Reasons Categories for 2012-2013
(in alphabetical order)

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	*Turnover for Personal Reasons AND Other Reasons	%	Turnover Initiated by the LEA	%	LEA Count
080	Bertie	184	49	22	44.90	10	20.41	11	22.45	6	12.24	8
150	Camden	123	12	3	25.00	7	58.33	2	16.67	0	0.00	17
210	Chowan	163	23	12	52.17	8	34.78	3	13.04	0	0.00	25
330	Edgecombe	443	98	46	46.94	32	32.65	14	14.29	6	6.12	40
370	Gates	138	20	2	10.00	14	70.00	4	20.00	0	0.00	44
420	Halifax	259	81	23	28.40	34	41.98	19	23.46	5	6.17	49
421	Roanoke Rapids	185	17	6	35.29	5	29.41	5	29.41	1	5.88	50
422	Weldon City	84	22	11	50.00	4	18.18	4	18.18	3	13.64	51
460	Hertford	222	41	21	51.22	10	24.39	9	21.95	1	2.44	55
580	Martin	272	41	23	56.10	11	26.83	7	17.07	0	0.00	68
660	Northampton	171	60	18	30.00	24	40.00	15	25.00	3	5.00	76
720	Perquimans	118	15	10	66.67	3	20.00	1	6.67	1	6.67	83
890	Tyrrell	52	8	1	12.50	3	37.50	4	50.00	0	0.00	104
910	Vance	520	118	62	52.54	31	26.27	20	16.95	5	4.24	106
930	Warren	179	46	13	28.26	26	56.52	6	13.04	1	2.17	108
940	Washington	129	36	17	47.22	12	33.33	6	16.67	1	2.78	109
State Totals		95028	13616	4692	34.46	4827	35.44	3169	23.28	928	6.82	
<p>*Turnover for Personal Reasons and Turnover for Other Reasons are combined in this chart, which includes individuals retiring with reduced benefits, individuals resigning to teach in a non-public school in NC, individuals resigning to teach in another state, individuals dissatisfied with teaching, individuals seeking a career change, teachers resigning or leaving teaching for reasons not listed, and those who resigned for unknown and other reasons.</p> <p>✓ Turnover but remained in education includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education.</p> <p>✓ Turnover Beyond Control includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation.</p> <p>✓ Turnover Initiated by the LEA includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal.</p>												

Table 5: Five-Year Average LEA Teacher Turnover (in alphabetical order)

LEA Code	LEA Name	Turnover 2008-2009	Turnover 2009-2010	Turnover 2010-2011	Turnover 2011-2012	Turnover 2012-2013	Five Year Average	LEA Count
		(%)	(%)	(%)	(%)	(%)	(%)	
080	Bertie	16.35	22.22	14.95	4.84	26.63	17	8
150	Camden	0.75	9.59	1.52	5.37	9.76	5.4	17
210	Chowan	16.4	7.51	9.3	9.41	14.11	11.35	25
330	Edgecombe	17.51	16	15.63	17.88	22.12	17.83	40
370	Gates	10.83	14.94	11.43	14.79	14.49	13.3	44
420	Halifax	20.44	31.82	22.61	24.29	31.27	26.09	49
421	Roanoke Rapids	10.66	11.11	4.19	10.47	9.19	9.12	50
422	Weldon City	20.78	12.28	14.77	28.41	26.19	20.49	51
460	Hertford	17.2	14.46	9.09	12.99	18.47	14.44	55
580	Martin	14.47	12.46	9.67	13.53	15.07	13.04	68
660	Northampton	23.25	25.98	15.38	22.28	35.09	24.4	76
720	Perquimans	13.18	13.64	8.61	14.6	12.71	12.55	83
890	Tyrrell	16.67	1.89	19.23	11.54	15.38	12.94	104
910	Vance	19.76	17.58	17.5	16.7	22.69	18.85	106
930	Warren	18.97	21.54	20	12	25.7	19.64	108
940	Washington	9.41	17.86	15.33	28	27.91	19.7	109

**Table 6: Five-Year Average LEA Teacher Turnover
(from highest to lowest Percentage)**

LEA Code	LEA Name	Turnover 2008-2009	Turnover 2009-2010	Turnover 2010-2011	Turnover 2011-2012	Turnover 2012-2013	Five Year Average	LEA Rank
		(%)	(%)	(%)	(%)	(%)	(%)	
420	Halifax	20.44	31.82	22.61	24.29	31.27	26.09	1
660	Northampton	23.25	25.98	15.38	22.28	35.09	24.4	2
422	Weldon City	20.78	12.28	14.77	28.41	26.19	20.49	5
940	Washington	9.41	17.86	15.33	28	27.91	19.7	6
930	Warren	18.97	21.54	20	12	25.7	19.64	7
910	Vance	19.76	17.58	17.5	16.7	22.69	18.85	9
330	Edgecombe	17.51	16	15.63	17.88	22.12	17.83	12
080	Bertie	16.35	22.22	14.95	4.84	26.63	17	13
460	Hertford	17.2	14.46	9.09	12.99	18.47	14.44	28
370	Gates	10.83	14.94	11.43	14.79	14.49	13.3	36
580	Martin	14.47	12.46	9.67	13.53	15.07	13.04	40
890	Tyrrell	16.67	1.89	19.23	11.54	15.38	12.94	42
720	Perquimans	13.18	13.64	8.61	14.6	12.71	12.55	47
210	Chowan	16.4	7.51	9.3	9.41	14.11	11.35	65
421	Roanoke Rapids	10.66	11.11	4.19	10.47	9.19	9.12	96
150	Camden	0.75	9.59	1.52	5.37	9.76	5.4	115

Table 8: Top Five Reasons for Teacher Turnover (2008-2013)
(from highest to lowest)

RANK	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
1	To teach elsewhere	To teach elsewhere	To teach elsewhere	To teach elsewhere	To teach elsewhere/remain in education
2	Retired	Retired	Retired	Retired	Retired
3	Family Relocation	Family Relocation	Family Relocation	Family Relocation	Family Relocation
4	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons
5	Family responsibilities/childcare	Family responsibilities/childcare	Family responsibilities/childcare	Stayed in LEA in a non-teaching position	Contracts ended-not rehired

The top five reasons for teachers leaving for 2012-2013 are as follows:

1. To teach elsewhere/remain in education (*another LEA, charter school, non-teaching position, sabbatical/continue education*)
2. Retired
3. Family Relocation
4. Other/Unknown reasons
5. Contracts ended-not rehired

**Table 9: Turnover Reasons by Categories
(2008-2013)**

Turnover Reasons	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Turnover but remained in education	3464	2092.5	2667	2967	4692
Resigned to teach in another NC LEA	2073	892.5	1364	1625	2851
Resigned to teach in a NC Charter School	72	53	44	49	145
Moved to a non-teaching position in education	994	888	1020	1051	1447
Resigned to continue education/sabbatical	325	259	239	242	249
Turnover for Personal Reasons	1559	1227	1539	1841	2105
Retired with reduced benefits	228	276	385	484	574
Resigned to teach in an NC non-public/private school	109	90	114	116	143
Resigned to teach in another state	493	352	312	341	455
Dissatisfied with teaching or career change	541	366	640	816	887
Did not obtain or maintain license	188	143	88	84	46
Turnover Initiated by LEA	1004	1604	1085.5	1193.7	928
Non-renewal (probationary contract ended)	153	375	255	339	175
Interim contract ended--not rehired	665	1019	637.5	690.7	649
Resigned in lieu of dismissal	169	158	165	147	87
Dismissed	17	52	28	17	17
Turnover Beyond Control	5107	5164	4576	4771.3	4827
Reduction in Force	40	498	227	172	33
Retired with full benefits	1791	1621	1808	2021	1966
Re-employed retired teacher resigned	457	868	203	196	174
Resigned due to family responsibilities/childcare	694	535	569	640	716
Resigned due to family relocation	1478	1051	1183	1239	1346
Resigned due to health/disability	210	157	204	215.3	222
Resigned due movement required by Military Orders	86	109	91	126	108
Deceased	61	56	55	65	55
End of VIF Term	209	185	108	57	93
End of TFA Term	81	84	128	40	114
Turnover by Other Reasons	1461	924.5	925	1018	1064
Resigned for other reasons	1118	663.5	669	733	770
Resigned for unknown reasons	343	261	256	285	294

REASONS TEACHERS LEAVE THE PROFESSION
(CLARIFICATION OF REPORTING CATEGORIES)

Turnover but remained in Education	
58	Resigned to teach in another NC public school system
	Teachers leaving LEA to accept a teaching position in another NC system
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
59	Moved to a non-teaching position in education in another LEA or Agency
	Teachers moved to counselor, media coordinator, or non-teaching duties in another LEA or Agency
	Teachers moved to administrative positions (school-based) in another LEA or Agency
	Teachers moved to supervisory, director, or coordinator positions in another LEA or Agency
	Teachers accepted non-teaching support or administrative positions in another LEA or Agency
60	Resigned – To continue education/Take a sabbatical
	Teachers resigning to return to school
	Teachers resigning to pursue an educational leave of absence
70	Resigned to teach in an NC charter school
	Teachers leaving LEA to accept a teaching position in an NC Charter School
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
71	Resigned to teach in an NC non-public/private school
	Teachers leaving LEA to accept a teaching position in an NC non-public/private school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
75	Moved to a non-teaching position in the LEA
	Teachers moved to counselor, media coordinator, or non-teaching duties in current LEA of employment
	Teachers moved to administrative positions (school-based) in current LEA of employment
	Teachers moved to supervisory, director, or coordinator positions in current LEA of employment
	Teachers accepted non-teaching support or administrative positions in current LEA of employment
Turnover for Personal Reasons	
57	Resigned – Family responsibility/Child care
	Teachers resigning for maternity/family leave
	Teachers resigning to care for ill parents or members of the immediate family
	Teachers resigning to care for family business or personal needs
61	Resigned – Family relocation
	Teachers resigning due to spouse's relocation
	Teachers resigning as a result of marriage and relocation
	Teachers resigning due to family relocation
	Teachers resigning due to military transfer or relocation
62	Resigned – To teach in another state
	Teachers leaving NC to teach in a public school in another state
	Teachers leaving NC to teach in a private school in another state
63	Resigned – Dissatisfied with teaching
	Teachers resigning due to dissatisfaction with teaching
64	Resigned – Because of health/disability
	Teachers resigning due to personal disability or health related issues
66	Retired with full benefits
	Teachers age 60 with 25 years of creditable service
	Teachers with 30 years of creditable service
	Teachers age 65 with at least 5 years of creditable service
	Teachers retiring with full/unreduced retirement benefits
68	Retired with reduced benefits
	Teachers retiring after age 50 with reduced benefits

	Teachers retiring with less than full benefits
72	Resigned – Career Change
	Teachers resigning to pursue another employment opportunity
	Teachers resigning to pursue interests outside teaching
73	Re-employed Retired Teacher Resigned
	Teacher who had retired, was re-employed and subsequently resigns
Turnover Initiated by LEA	
50	Dismissed
	Teachers demoted or dismissed under GS 115C-325(h)
	Probationary teachers dismissed during the school year under GS 115C-325(m)
	Teachers dismissed under GS 115C-325 (Below standard ratings)
	Teachers reported to the dismissed teacher list
	Teachers dismissed and the ruling upheld by case manager
53	Non-Renewed – Probationary Contract Ended
	Probationary teachers whose contract is not renewed after the end of the year
54	Interim Contract – Not Rehired (<i>Report only for interim contracts of 6 months or more</i>)
	Interim teachers not rehired under retirement cap
	Teachers not rehired under a term contract with specific employment dates
	Teachers not rehired due to return of a permanent teacher from a leave of absence
55	Resigned in lieu of dismissal
	Teachers resigned to avoid placement on dismissed teacher list
	Teachers resigned rather than go through full dismissal hearing
	Teachers resigned during an active investigation regarding performance/behavior as a professional educator
56	Did not obtain or maintain license
	Teachers not renewed due to failure to fulfill lateral entry requirements
	Teachers not renewed due to failure to earn 15 renewal credits
	Teachers failed to meet Praxis or provisional license requirements
	Teachers let license expire
	Teachers' license was revoked
Turnover Beyond Control	
51	Reduction in Force
	Teachers not rehired due to loss of enrollment, funding, or programming
	Teachers covered under local "RIF" policies
67	Deceased
	Teachers who die while in active service in a NC public school
74	Resigned – End of Visiting International Faculty (VIF) Term
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
76	Resigned – Moving Due to Military Orders
	Teachers resigning due to being moved under military orders
77	Resigned – End of Teach for America (TFA) Term
Turnover for Other Reasons	
65	Resigned – Other reason(s)
	Teachers resigning or leaving teaching for reasons not listed on the survey
	(For example: Job abandonment, arrest, criminal activity, failing a criminal history check, activation of military reserve, dislocation due to flood, fire, or other disaster, etc.)
69	Resigned – Reason unknown
	Teachers resigning; however, there is no information on reason

Most Difficult Licensure Areas to Staff

2010-2011		2011-2012		2012-2013	
Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115	
License Area	# Identifying	License Area	# Identifying	License Area	# Identifying
9-12 Mathematics	88	9-12 Mathematics	93	9-12 Science	65
9-12 Science	69	Special Ed.: General Curriculum	78	Special Ed.: General Curriculum	54
Special Ed.: General Curriculum	62	9-12 Science	74	9-12 Mathematics	52
6-9 Science	45	6-9 Mathematics	54	6-9 Science	40
6-9 Mathematics	44	6-9 Science	51	Special Ed.: Adapted Curriculum	39
Special Ed.: Adapted Curriculum	44	Special Ed.: Adapted Curriculum	40	6-9 Mathematics	37
Exceptional Children (separate areas not indicated)	16	English as a Second Language	20	Spanish (Special Subjects K-12)	18
English as a Second Language	15	Spanish (Special Subjects K-12)	17	English as a Second Language	15
9-12 English	13	9-12 English	16	Career and Technical Education	15
Speech Language Pathologist	12	Family and Consumer Sciences Ed. (Career and Technical Ed. 6-12)	13	Family and Consumer Science Ed. (Career and Technical Ed. 6-12)	11
Spanish (Special Subjects K-12)	11	6-9 Language Arts	11	6-12 Language Arts	8
9-12 Spanish	10	6-9 Social Studies	9	6-9 Social Studies	
6-9 Language Arts	9	Health Occupations Education - Registered Nurse	9	Dual Certifications	8
Family and Consumer Sciences Ed. (Career and Technical Ed. 6-12)	8	9-12 Spanish	8	Health Occupations Education- Registered Nurse	7
6-9 Social Studies	6	Career and Technical Ed. 6-12	6	Speech Pathologist	3
Health Occupations Education- Registered Nurse	6	Special Ed.: Cross Categorical	5	Media	2
Media Coordinator	5	Special Ed.: Behaviorally/Emotionally Disabled	5	School Psychologist	2
Exceptional Children - Cross Categorical (Mildly/Moderately Disabled)	5	Birth to Kindergarten	5	Academically Gifted	2
Severely/Profoundly Disabled	5	French (Special Subjects K-12)	4	Foreign Language - Latin	1
9-12 Social Studies	3	Business and Information Technology Ed.	4	Cross-Categorical	1
Health Occupations Education- Allied Health	3	Elementary Grades K-6	3	Guidance	1
9-12 Chemistry	3	9-12 Social Studies	3	9-12 Social Studies	1

Notes: ¹ Above numbers include only those areas identified by 5 or more LEAs.